

# Comparisons of Job Characteristics

**Focus Occupation:** Educational, Guidance, School, and Vocational Counselors (21-1012)

**Associated Occupation:** Instructional Coordinators (25-9031)

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|    |  |
|----|--|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 80

**Focus Occupation:** Educational, Guidance, School, and Vocational Counselors (21-1012)

**Associated Occupation:** Instructional Coordinators (25-9031)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |    | Evaluation of Focus Occupation                         |
|--|---------------------------------|--------------------------------|---------------------------|----|--|
| Education and Training                         | 9.2                             | 24.6                           | 18.9                      | << | Extensive education and/or training may be required    |
| English Language                               | 11.2                            | 20.8                           | 17.2                      | << | Extensive education and/or training may be required    |
| Psychology                                     | 6.4                             | 14.3                           | 20.6                      | >> | Current knowledge level is likely more than sufficient |
| Personnel and Human Resources                  | 5.6                             | 14.2                           | 7.2                       | << | Extensive education and/or training may be required    |
| Administration and Management                  | 8.4                             | 13.4                           | 11.3                      | <  | Expanded education and/or training may be required     |
| Clerical                                       | 7.3                             | 12.9                           | 13.5                      | 0  | Current knowledge level may be sufficient              |
| Sociology and Anthropology                     | 4.1                             | 12.1                           | 14.8                      | >  | Current knowledge level is likely sufficient           |
| Communications and Media                       | 5.3                             | 11.3                           | 7.6                       | << | Extensive education and/or training may be required    |
| Therapy and Counseling                         | 3.8                             | 11.3                           | 22.2                      | >> | Current knowledge level is likely more than sufficient |
| Philosophy and Theology                        | 3.2                             | 9.6                            | 8.6                       | <  | Expanded education and/or training may be required     |
| Foreign Language                               | 2.7                             | 7.6                            | 3.4                       | << | Extensive education and/or training may be required    |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 94

**Focus Occupation:** Educational, Guidance, School, and Vocational Counselors (21-1012)

**Associated Occupation:** Instructional Coordinators (25-9031)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |  |
|---|---------------------------------|--------------------------------|---------------------------|--------------------------------|--|
| Reading Comprehension                       | 10.7                            | 16.2                           | 15.4                      | 0                              | Current skill level may be sufficient                        |
| Learning Strategies                         | 7.2                             | 15.2                           | 12.0                      | <<                             | Extensive development of skills in this area may be required |
| Speaking                                    | 10.8                            | 15.1                           | 15.2                      | 0                              | Current skill level may be sufficient                        |
| Writing                                     | 9.2                             | 14.6                           | 14.2                      | 0                              | Current skill level may be sufficient                        |
| Monitoring                                  | 9.9                             | 13.9                           | 11.4                      | <                              | A higher skill level may be required                         |
| Active Learning                             | 8.7                             | 13.6                           | 12.2                      | <                              | A higher skill level may be required                         |
| Instructing                                 | 7.8                             | 13.2                           | 11.0                      | <                              | A higher skill level may be required                         |
| Coordination                                | 9.1                             | 12.9                           | 10.8                      | <                              | A higher skill level may be required                         |
| Time Management                             | 8.9                             | 12.8                           | 12.0                      | 0                              | Current skill level may be sufficient                        |
| Service Orientation                         | 7.9                             | 11.5                           | 12.8                      | >                              | Skill level is likely sufficient                             |
| Management of Personnel Resources           | 6.9                             | 11.1                           | 9.3                       | <                              | A higher skill level may be required                         |
| Negotiation                                 | 6.8                             | 11.1                           | 11.0                      | 0                              | Current skill level may be sufficient                        |
| Persuasion                                  | 7.4                             | 10.7                           | 11.1                      | 0                              | Current skill level may be sufficient                        |
| Systems Evaluation                          | 6.4                             | 10.3                           | 9.7                       | 0                              | Current skill level may be sufficient                        |
| Management of Material Resources            | 3.7                             | 6.2                            | 1.6                       | <<                             | Extensive development of skills in this area may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

| Abilities   |                                 | Similarity of Focus Occupation to Associated Occupation: 97 |                           |                                |   |
|---|---------------------------------|---|---------------------------|--------------------------------|---|
| Focus Occupation: Educational, Guidance, School, and Vocational Counselors (21-1012)<br>Associated Occupation: Instructional Coordinators (25-9031) |                                 |   |                           |                                |   |
| Associated Occupation's Key Abilities Elements  | Average Rating, All Occupations | Associated Occupation's Rating                              | Focus Occupation's Rating | Evaluation of Focus Occupation |   |
| Written Comprehension   | 11.0                            | 17.0  | 16.0                      | 0                              | Current ability level may be sufficient       |
| Oral Comprehension  | 12.5                            | 15.7  | 15.7                      | 0                              | Current ability level may be sufficient       |
| Oral Expression   | 12.4                            | 15.7  | 16.2                      | 0                              | Current ability level may be sufficient       |
| Written Expression  | 9.8                             | 15.4  | 15.2                      | 0                              | Current ability level may be sufficient       |
| Deductive Reasoning   | 10.6                            | 12.9  | 13.6                      | 0                              | Current ability level may be sufficient       |
| Speech Clarity  | 10.2                            | 12.9  | 13.0                      | 0                              | Current ability level may be sufficient       |
| Inductive Reasoning   | 10.2                            | 12.8  | 13.5                      | 0                              | Current ability level may be sufficient       |
| Information Ordering  | 9.9                             | 12.2  | 10.6                      | <                              | Some improvement in abilities may be required |
| Originality   | 7.6                             | 12.0  | 10.5                      | <                              | Some improvement in abilities may be required |
| Fluency of Ideas  | 7.6                             | 11.1  | 10.5                      | 0                              | Current ability level may be sufficient       |
| Memorization  | 5.6                             | 8.9   | 6.8                       | <                              | Some improvement in abilities may be required |
| Time Sharing  | 6.6                             | 8.5   | 8.3                       | 0                              | Current ability level may be sufficient       |
| Speed of Closure  | 5.9                             | 8.2   | 6.6                       | <                              | Some improvement in abilities may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 67

**Focus Occupation: Educational, Guidance, School, and Vocational Counselors (21-1012)**  
**Associated Occupation: Instructional Coordinators (25-9031)**

| Work Activities                                  | Exclusivity of Activity |
|--|-------------------------|
| Advise students                                  | 49                      |
| Assess educational potential or need of students | 73                      |
| Convert information into instructional program   | 38                      |
| Make presentations                               | 13                      |
| Organize educational material or ideas           | 41                      |
| Select teaching materials to meet student needs  | 72                      |
| Use public speaking techniques                   | 13                      |
| Use teaching techniques                          | 29                      |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 93

**Focus Occupation: Educational, Guidance, School, and Vocational Counselors (21-1012)**  
**Associated Occupation: Instructional Coordinators (25-9031)**

| Tools and Technologies                 | Exclusivity |
|--|-------------|
| Audio and visual equipment             | 4           |
| Business function specific software    | 1           |
| Computers                              | 1           |
| Content authoring and editing software | 1           |
| Duplicating machines                   | 6           |
| Information exchange software          | 1           |
| Network applications software          | 1           |
| Projectors and supplies                | 13          |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.